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Human Rights Commission

Members:
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LaToya Lewis
Jorge Lopez-Alvarez
Jamaine Ortiz
Edward G. Robinson
Ellen Shemitz
Jacqueline Yang

VIRTUAL MEETING AGENDA Monday June 13, 2022, 6:00pm

Webex Virtual Meeting: <https://cow.webex.com/j.php?MTID=m9d233db4f78bb0528628acf433e3ce8a>

Meeting number: 2311 007 3698 Password: C6GputMFp79

To request a reasonable accommodation or interpretation or to submit written comments or questions in advance of the meeting, please contact the Human Rights and Accessibility Office by email at humanrights@worcesterma.gov. Please note that interpretation requests must be received no later than 48 hours in advance of the meeting.

Note: Participants on WebEx may select to view closed captioning (via artificial intelligence) in a variety of languages.

*Para solicitar interpretación o una adaptación razonables o para enviar comentarios o preguntas por escrito antes de la reunión, comuníquese con la Oficina de Derechos Humanos y Accesibilidad por correo electrónico a humanrights@worcesterma.gov. Tenga en cuenta que las solicitudes de interpretación deben recibirse a más tardar 48 horas antes de la reunión. **Nota: Los participantes en WebEx pueden seleccionar ver subtítulos (a través de inteligencia artificial) en una variedad de idiomas.***

AGENDA

Please note: all times listed below are approximate

1. Call to order and introductions **6:00-6:05pm**

Public Comment (*Time will be allotted for each agenda as it is introduced or at Chairperson discretion*)

2. Moment of silence for victims, families, and the communities of Uvalde, Texas and Buffalo, NY **6:05-6:10pm**

3. Approval of meeting minutes from May 2, 2022 **6:10-6:15pm**

4. Annual meeting with the Worcester Police Department **6:15-8:00pm**

Requested information to be reviewed and discussed (please note due to volume of requested content the conversation will take part over two meetings June 13 and July 11):

A. Reporting and Records:

- Annual hate crimes statistics;
- Annual Bureau of Professional Standards report;
- Annual report on WPD Diversity Officers recruitment, outreach, and initiatives
 - Please include feedback on climate survey and next steps

- This year the Commission requested arrest data related to manufacturing, possession, delivery, and use of entheogenic plants and fungi along with the demographic breakdown of those arrested. WPD response was that this is not tracked. What changes can be made to be able to provide arrest data broken down by substance and to include demographic information (ie race)?
- In reference to records requests by or on behalf of a victim of a crime. Please amend to keep the hard copy notarized letter if authorized requestor is requesting by mail/dropping off request at station. Add an option for victims to be able to present in person to make their request with a valid government issued photo identification.
- The closure of the Records Bureau service window at WPD headquarters has further burdened petitioners' ability to obtain such access to these and other records. The Commission recommends it's re-opening as soon as possible.
- Request for information related to presumptive motor vehicle stops. Study referenced: Worcester police traffic stops reflect Black, White, Hispanic populations in city, but citations and arrests are higher for Blacks and Hispanics: <https://www.telegram.com/story/news/2022/02/10/city-police-traffic-stops-reflect-black-white-hispanic-populations/6719278001/>
 - a. What are the statistics on presumptive MV stops?
 - b. What are the statistics on MV searches?
 - c. What are the statistics on MV citations?
 - d. What are the statistics on MV stops resulting in arrest?

B. Training/DEI Metrics:

- Update on the RITE training for the entire department and other proposed or ongoing trainings addressing implicit bias/racial equity.
- What training and professional development programs for WPD employees are in place to address implicit bias?
- In what areas has WPD strategically placed an objective to address implicit bias in policies, procedures and decision making and how will that be accomplished in FY23?
- In what ways is WPD partnering with community partners to improve police community relations to challenge implicit bias?
- Number of officers (by division) trained in crisis intervention and name of training program and copy of Curriculum.
- Have officers been trained on trauma informed policing? Please reference number of officers (by division) and include name of training program and copy of curriculum.

C. Policies:

- Recommendation for creation of a WPD policy on **trauma informed policing** with accompanying training
- Recommendation for creation of a WPD **Limited English Proficiency policy/procedure**
- Please review and consider updates to the Departmental Promotions Policy #100 dated 1994.
- Comment on how the civil service provision furthers or inhibits diversity.
- Please provide a draft policy on drones and other aerial surveillance technology?

- Are there other policies that were created or amended this last year that was in response to the MA policy reform bill? Please share. What policies do you anticipate being changed through that state process in the coming year? (ie regulations and guidance from POST Commission)

D. Community Policing/Relations:

- Request to schedule ride-alongs for Commissioners
- Report on number of requests/participants in Civilian Ride Along Program. Include reporting on participant gender and race. For reference: Civilian Ride Along Program Policy #140 dated 2017
www.worcesterma.gov/wpd-policy-manual/training/civilian-ride-along.pdf
- Update on planning for next year's Citizens' Academy and advertising and outreach plan.
- WPD does more than just core policing. What percentage of time is spent on work beyond core policing?
- What resources or changes to operational practices would be helpful to reduce this time so that officers can dedicate more time to core policing?
- Does the WPD have a position on decriminalization or de-prioritization of enforcement of entheogenic plants and fungi?
- Update on mental health dispatch response system and review of corresponding policy

5. Communication regarding requested status report of creation of Division of Investigations within the Human Resources Department (as set forth in the February 2021 Executive Order)

- Please provide explanation and organization chart for reporting/supervision purposes of how this division will work with the WPD Bureau of Professional Standards
- Please provide explanation as to how this division will work with public complaints regarding city employees
- When and where will the public be able to access this information on the city webpage?

6. Adjournment

Next meeting:

Monday July 11, 2022, 6pm (In person at City Hall and over WebEx): Discussion continued with WPD